

BEFORE THE HUMAN RIGHTS COMMISSION  
OF THE STATE OF MONTANA

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ROBERT GILMOR,	)	
	)	
Charging Party	)	Cause No. 0031010331
	)	
vs.	)	<b>ORDER AFFIRMING</b>
	)	<b>NOTICE OF DISMISSAL</b>
	)	
FRONTIER INN,	)	
	)	
Respondent.	)	

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The above-captioned matter came before the Montana Human Rights Commission (Commission) on July 17, 2003. The Commission considered Charging Party's objection to the Notice of Dismissal of his complaint. Oral argument was not requested.

After reviewing the record, the Commission concludes that the Human Rights Bureau properly dismissed the matter. The record supports a determination that Charging Party, although a member of a protected class, was not terminated on the basis of that disability in violation of the Montana Human Rights Act. *See Mont. Code Ann. § 49-2-303* And, therefore, Charging Party failed to establish a prima facie case of unlawful discrimination on the basis of disability. *See Mont. Code Ann. § 49-2-504(1)(a); Admin. R. Mont. 24.9.610* Consequently, the Commission determines there was no abuse of discretion by the Human Rights Bureau in its issuance of a Notice of Dismissal. *Admin. R. Mont. 24.9.1714(3)*

Charging Party will have 90 days after the receipt of this order to petition a district court in the district where the alleged violation occurred for the appropriate relief. *Mont. Code Ann. § 49-2-509(5) and Admin. R. Mont. 24.9.1714(5)* If Charging Party fails to commence a civil action within 90 days, the claim is time barred. *Id.*

IT IS HEREBY ORDERED, that Charging Party's objection is overruled and notice of dismissal is affirmed.

Dated this \_\_\_\_\_ day of July 2003

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Mr. Gary Hindoien, Chair  
Montana Human Rights Commission

### CERTIFICATE OF SERVICE

The undersign employee of the Human Rights Bureau certifies that a true copy of the forgoing Human Rights Commission ORDER was served on the following persons by U.S. mail, postage prepaid, on July \_\_\_\_, 2003.

ROBERT GILMOR  
1501 13<sup>TH</sup> AVENUE SOUTH WEST  
GREAT FALLS MT 59404

VIKI GALLAGHER  
FRONTIER INN  
3317 VAUGHN ROAD  
GREAT FALLS MT 59404

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Montana Human Rights Bureau